

THE  
ALABAMA  
COLLEGE  
SYSTEM



Community ☐ Junior  
Technical ☐ Upper Division

# PROFESSIONAL DEVELOPMENT

news

VOLUME 3 NO. 1

DEPARTMENT OF POSTSECONDARY EDUCATION

FEBRUARY 1987

## DIMENSIONS 2000

### HISTORIC PLAN ESTABLISHES STRATEGIES FOR BUILDING ALABAMA'S FUTURE

by Charles L. Payne, Chancellor  
The Alabama College System

A three-year cooperative endeavor involving the State Board of Education, hundreds of System personnel and leaders in business, industry and government has provided The Alabama College System with the first long-range plan ever developed in the System's 22-year history. Entitled **Dimensions 2000**, the plan identifies six goals and 46 objectives for improving the state's economy by carefully redirecting our programs and services to meet the critical needs of Alabamians.

Our plan charts the new course we must take to reverse negative historic trends and to initiate a new cycle of progress for Alabama. It reflects the best thoughts today of the direction The Alabama College System MUST take now for its future direction.

The plan begins, not with the System's wants, but with Alabama's needs--economic development and diversification, development of excellence in public education, enhancement of quality of life and increased financial support.

We now know what Alabama's future will be like if we do not intervene dramatically. The trends are clear, consistent and ominous. The grim necessity for economic redirection and growth will require strategic intervention by all segments of the state--education, business and industry and government--to reverse excessive and prolonged unemployment, an extraordinarily high business failure rate, a critically low per capita income and tax base and an adult illiteracy rate of 25 percent.

The Alabama College System's blueprint for building Alabama's future targets six essential goals: **1. assuring institutional quality, 2. revitalizing Alabama's economy, 3. strengthening System management and accountability, 4. implementing educational partnerships, 5. developing competent, caring personnel, and 6. securing support to implement this Strategic Plan.** Our objectives for meeting these goals establish statewide initiatives that will be incorporated into each college's plans and priorities. For each objective, there is a detailed strategy, timeline and criteria for evaluation.

Among the 46 objectives listed in the plan are recommendations for creating binding transfer agreements with universities statewide, implementing competency-based curricula in all occupational programs, developing state-of-the-art emerging technology programs, expanding retraining services to existing businesses, assessing every System service, and establishing a career follow-up system for all students. The plan sets goals for establishing strong educational partnerships, recognizing and rewarding outstanding System personnel, strengthening degree requirements, and establishing permanent line-item funding for critical systemwide needs.

Achieving Alabama's full potential for economic growth by the year 2000 will depend on how well and how fast new workers can be trained and how fast current workers can be retrained and upgraded. Our network of colleges,



(L-R) Dr. Charles L. Payne, chancellor of The Alabama College System, presented Gov. Guy Hunt, president of the State Board of Education, with the first copy of **Dimensions 2000**.

which has historically played an integral role in economic development, has a unified delivery system capable of responding to the evolving needs of society, business and industry by transmitting state level concerns into meaningful services.

The Alabama College System is uniquely positioned to initiate a new cycle of progress for Alabama. Our system of colleges is the state's wisest investment of resources. The investment is paid back quickly in increased tax revenues and it keeps paying back for a lifetime. With a relatively small increase in allocation, the Legislature can empower the System to lead the revitalization of Alabama's economy.

Armed with goals and objectives that are crystal clear and value driven, our System is prepared for this new role.



# HIGHLIGHTS OF THE PROFESSIONAL DEVELOPMENT TASK FORCE REPORT

The Professional Development Task Force appointed by Chancellor Charles L. Payne provided the leadership, planning, policy and procedures development and management and operation of a comprehensive, two-year professional development project for The Alabama College System from June 29, 1984 to September 30, 1986. The **Professional Development Task Force Report** has now been completed and distributed to each campus. This Report provides a description of the values and structure of the project, its remarkable achievements, and the findings derived from its development and operation. It also proposes a "Framework for the Future" which builds upon project success by establishing individual professional growth contracts as the mechanism for linking and creating coherency between the four major project components as well as for systematic assessment of needs. The following is a synopsis of the **Professional Development Task Force Report**.

The four major project components of the **Professional Development Task Force Report** include (1) The State-Coordinated Core, (2) College-Sponsored Services, (3) Leadership Development, and (4) Special Projects. The State-Coordinated Core was designed to fulfill the Task Force's Highest priority: that every faculty and staff member be provided at least annual professional development opportunities with emphasis on disciplines, occupational programs, and staff functions.

The College-Sponsored Services component was designed principally to address unique, individual needs and special target priorities which are best delivered at the college level. Leadership must be intentionally nourished if an organization is to evolve toward greater effectiveness. The Leadership Development component was designed not only to assure that executive functions were enhanced and performed well but also to promote the vision and confidence necessary to support improvements initiated throughout the college.

Finally, the Special Projects component was designed to address issues, problems, and projects that deserve priority but that cannot be

effectively and efficiently addressed through one of the other major components.

Between October 1, 1984 and September 30, 1986, The Alabama College System developed and benefitted from a nationally acclaimed professional development effort under the leadership of the Professional Development Task Force. Listed below are summaries of the remarkable achievements of this two-year project:

1. One hundred seventy workshops were conducted focusing on 62 distinct disciplines, occupational programs, and staff functions. Collectively, over 700 faculty planned these workshops that served over 7,000 faculty in 42 instructional areas. Twenty management and staff services also received emphasis with over 200 staff collectively planning workshops that served over 2000 colleagues.
2. "Building Alabama's Future" statewide conference (1985) served over 3,200 faculty and staff from all 41 colleges.
3. "Student Success Through Quality Assurance" statewide conference (1986) served over 2,400 faculty and staff from all 41 colleges and included 16 national experts serving as consultants. The System's first celebration of student success was the conference highlight.
4. The Enrollment Management Conference, Marketing Conference, Outcomes Assessment Conference, and Public Relations Conference served over 100 executives, each focusing on student success, retention, marketing, student learning outcomes, and institutional effectiveness.
5. The Task Force created and coordinated the first annual Chancellor's Awards to recognize and promote superior performance. These awards included an administrator, technical college and junior college faculty and staff member of the year.
6. Four workshops on workshop planning were delivered to prepare 167 faculty and staff as workshop

leaders. Four editions of the **Manual for Planning and Conducting Effective Workshops** were written and published.

7. 12 issues of the **Professional Development News** were written and published providing invaluable direct communication with all faculty and staff throughout the System.

Hundreds of special priorities for individual, small group, and collegewide projects were delivered through College-Sponsored Services; nine institutional membership professional associations of System executives delivered multiple leadership development conferences for their members; over 20 colleges joined the National Institute for Staff and Organizational Development as a direct result of the 50/50 match of membership fees; and professional development's support virtually assured the success of the articulation course directory project.

The professional development effort also generated a number of honors, commendations, and indirect achievements which include:

1. The professional development project was selected for feature presentation at the National Conference on Teaching Excellence (Texas) for both May 1985 and May 1986 with national acclaim at each conference.
2. The project was also selected for presentation at the annual conference of the American Association of Community and Junior Colleges in Orlando in 1986.
3. The project was selected for the cover story of a national publication, **Linkages**, which features innovations and exemplary projects in higher education throughout the country.
4. In addition to the above mentioned achievements, officials in other states are working with their state boards and legislatures to institute professional development projects based on the Alabama model and national experts who visited the project consistently evaluated it as outstanding.

Statewide feedback affirms that this professional development effort has had greater impact than any other state project in System history.



## SECTION II: A FRAMEWORK FOR THE FUTURE -- A COMPREHENSIVE PROFESSIONAL DEVELOPMENT MODEL.

For the past two years, the Professional Development Task Force has planned, designed and managed a \$2.5 million project on behalf of The Alabama College System at the request and direction of the Chancellor of Postsecondary Education. Under extraordinary pressure for immediate implementation from the beginning, the Task Force performed with remarkable effectiveness.

While colleges, programs, and disciplines may have needs, when it comes to professional development all needs must be translated into individual needs. One may establish that all individuals in a given group need a common service, but it is each individual's need. On the other hand, unique individual needs by definition cannot be common to any group. Therefore, individual needs and plans are the obvious correct linking mechanism.

To fulfill the needs of a comprehensive professional development model for the System, the structure of the growth contract package should include three major elements. First, each individual should establish a set of goals to be completed within five years in order to promote a longer-term perspective and as a reference for coherency and continuity for annual plans. Second, each individual should establish an annual growth contract generally to include not less than three objectives and not more than six objectives. These limits are encouraged to promote creativity balanced by the achievable. Third, the faculty within a given discipline or occupational program and the staff who perform similar functions should establish collectively a set of common or consensus needs to include not more than 10 objectives.

Neither funds nor time will ever be adequate to fulfill all identified needs and objectives. However, priorities between individuals and between functional areas (disciplines, programs, functions) must be established. Because these priorities have implications at both the college and state levels, a common rating scheme is needed. Three appears to be the minimum number of categories necessary for effective priority setting. The three categories of need could be (1) standard need, (2) significant need, and (3) critical need. A fourth category simply labeled "new employee" which

would be limited to individuals in their first year of employment at the institution appears needed because no assessment has yet been made.

Fifteen major recommendations were developed in the steadfast belief that professional development should be the driving force for systemwide improvement. These fifteen recommendations are summarized below.

**RECOMMENDATION ONE:** That the Professional Development Task Force or a special committee appointed by the Chancellor develop, pilot test at three distinctively different colleges, and completed an Individual Professional Growth Contract Program for The Alabama College System.

**RECOMMENDATION TWO:** That the Chancellor recommend adoption of the complete Individual Professional Growth Contract Program by the Alabama State Board of Education for implementation by all individuals and colleges in The Alabama College System beginning Fall 1987.

**RECOMMENDATION THREE:** That the Chancellor recommend adoption by the Alabama State Board of Education a policy which mandates the inclusion in each annual System budget request to the Alabama Legislature an additional special allocation for professional development of not less than 2% of the previous year's total System budget.

**RECOMMENDATION FOUR:** That the Chancellor appoint a permanent Professional Development Council to recommend positions and procedures and to manage the daily complexities of the professional development effort.

**RECOMMENDATION FIVE:** That the Professional Development Council maintain the State-Coordinated Core as implemented during the two-year project including its goals, priorities, and planning and quality assurance structures.

**RECOMMENDATION SIX:** That the Chancellor continue to dedicate six common dates annually for professional development to minimize disruption of the learning environment while supporting the function-oriented state-coordinated services for each individual in The Alabama College System.

**RECOMMENDATION SEVEN:** That the Chancellor and the Professional Development Council maintain the commitments to extensive faculty/staff involvement in planning and implementation and to mandatory

participation as established during the two-year project.

**RECOMMENDATION EIGHT:** That the Chancellor and the Professional Development Council place high priority on increasing the support for College-Sponsored Services.

**RECOMMENDATION NINE:** That the Chancellor direct each president to appoint a Professional Development Committee to review professional growth contracts and to recommend priorities for College-Sponsored Services.

**RECOMMENDATION TEN:** That cross-training of many faculty and staff must receive priority at the college level because of its significant value to institutional flexibility and effectiveness.

**RECOMMENDATION ELEVEN:** That individuals in critical need of professional development must receive priority at the college level where individualized plans can be effectively co-developed.

**RECOMMENDATION TWELVE:** That the Chancellor and the Professional Development Council maintain the Leadership Development component as implemented during the two-year project and develop new leadership development initiatives as funds permit.

**RECOMMENDATION THIRTEEN:** That the Chancellor and the Professional Development Council maintain the Special Projects component as implemented during the two-year project as the principal vehicle for flexible, dynamic responses to identified needs.

**RECOMMENDATION FOURTEEN:** That the Chancellor and the Professional Development Council establish a Professional Development Resource Network to support College-Sponsored Services in The Alabama College System including a centralized resource center and a listing of college-owned resources available to all System colleges.

**RECOMMENDATION FIFTEEN:** That the Chancellor and the Professional Development Council establish multi-college curriculum projects as elements of the Special Projects component as funds permit.

Through the development of a comprehensive, professional development model, this report presents the means to empower each and every person in The Alabama College System family to serve the students and the citizens of Alabama to a standard never before achieved. It is believed that



continuous, comprehensive professional development is the only sure approach to the higher standards this state deserves and must have.

(Please consult with your president for copies of the Professional Development Task Force Report in its entirety).

## CELEBRATION OF STUDENT SUCCESS AND PROFESSIONAL EXCELLENCE

On April 22, 1987, The Alabama College System will present "The Celebration of Student Success and Professional Excellence" which will take place on the campus of Athens State College. "The Chancellor's Awards" will be presented at this time and "The Outstanding Student Competition" which is sponsored by The Alabama Deans of Students Association. In addition, the state champion for the Alabama College Bowl League which is also sponsored by the Alabama Deans of Students Association, will be recognized. The awards will be presented at a banquet on Wednesday evening, April 22nd.

In conjunction with "The Celebration of Student Success and Professional Excellence" the State Board of Education will meet on Thursday, April 23, 1987.

The outstanding student nominees, the finalists for the "Chancellor's Awards", the college presidents and deans and other Alabama College System personnel will be in attendance along with the State Board Members and legislators. This activity will draw statewide attention.

More specific information will be in the April issue of the **Professional Development News**.

### AJCCA CONFERENCE

**APRIL 9 & 10, 1987**

**Wynfrey Hotel  
Riverchase Galleria  
Birmingham, Alabama**

## APRIL PROFESSIONAL DEVELOPMENT

April 8, 9, and 10, 1987 has been designated as professional development days for The Alabama College System. Despite lack of funds, the System has continued its commitment to professional development. By continued comprehensive commitment to excellence, the System is playing a vital role in building Alabama's economic future and quality of life.

The designated April professional development days will be conducted in the same manner as the November professional development with each institution providing its own program. Services must include at least 12 contact hours of small group and/or collegewide activities for each member. Individual activities may be designed for the remaining hours.

Significant planning expertise now

exists on every campus as each college has had personnel on state-coordinated workshop planning committees and most have personnel who served as workshop chairpersons. Additionally, enhanced relationships with local business and industry developed during the last two years provide excellent opportunities for emphasis on technical training, economic development, job placement, support personnel needs, and management. Both sources are encouraged as excellent and cost-effective. Coalitions of colleges in close proximity are also encouraged.

The personnel of The Alabama College System are its greatest resource and neither proration nor the absence of targeted state funds can be permitted to prohibit the continued commitment to professional development.

## FIRST COURSE DIRECTORY

The Alabama College System's first **Course Directory** was recently presented to Chancellor Charles L. Payne (left) by Dr. Arthur Howington of Shelton State Community College, director of the Articulation Task Force. The **Directory**, which will be updated annually, established standard numbers, titles and descriptions for general education courses and for selected occupational fields. In addition, the **Directory** has assisted Alabama public colleges and universities in determining the official transfer equivalency of these courses.

The **Course Directory** is the culmination of years of meaningful, constructive and creative cooperation between all segments of higher education. It is designed to substantially reduce the obstacles of effective and



efficient articulation between Alabama's two-year colleges and the state's senior colleges and universities.

## "JOB SOURCING FAIR" HELD FOR FARM FAMILIES

The Alabama Cooperative Extension Service, the Farm Crisis in Transition Program, Calhoun State Community College, Drake Technical College and Athens State College sponsored a "Job Sourcing Fair" for farm families on Saturday, February 7, 1987 at Calhoun Community College's Student Center.

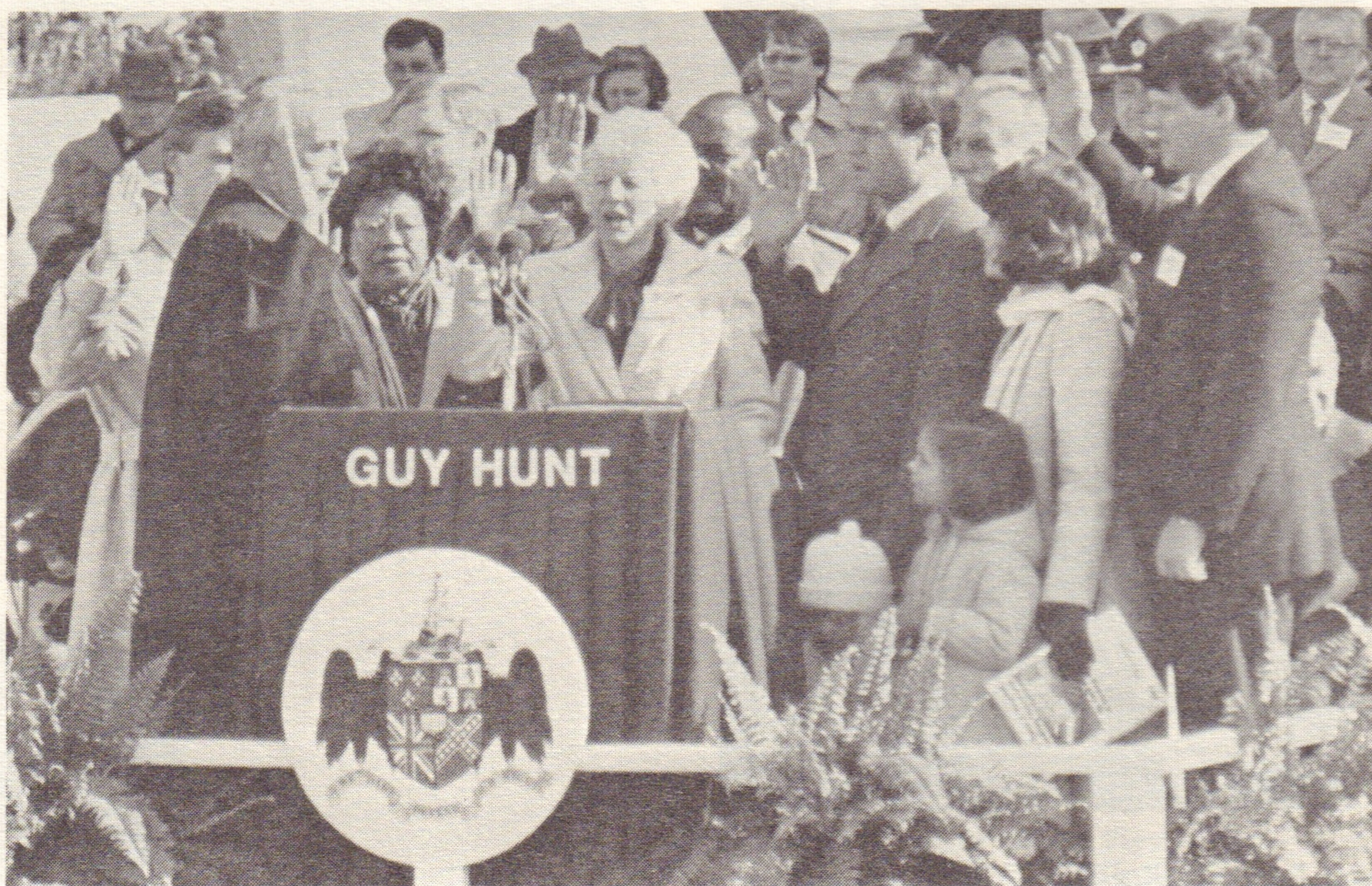
The purpose of the fair was to bring together agencies, organizations, and businesses to discuss with farmers and

their families information about career decisions, employment opportunities, financial planning and life transitions. The format was patterned after health fairs, energy fairs etc. where farm family members were able to collect a variety of information and advice in one location rather than going to offices and organizations throughout the county. Participants were also able to make appointments to visit various agencies.





Inauguration Day festivities included a reception honoring members of the State Board of Education. The event, which was hosted by the Department of Postsecondary Education and the State Department of Education, was held at the Alabama Shakespeare Festival in Montgomery. State Board of Education members posing with Chancellor Charles L. Payne (right) and State Superintendent Wayne Teague (second from right) are Steadman S. Shealy Jr., District II; Dr. Willie J. Paul, District V; Victor P. Poole, District VII; John M. Tyson Jr., District I; Isabelle Thomasson, District III; Spencer Bacus, District VI; and Dr. Ethel H. Hall, District IV.



Members of the State Board of Education were the first officials to take the oath of office, which was administered by State Chief Justice C.C. 'Bo' Torbert.

## 1987 BOARD MEMBERS

GOVERNOR GUY HUNT  
PRESIDENT

DR. JOHN TYSON, JR.  
First District

MR. STEADMAN SHEALY  
Second District

MRS. ISABELLE B. THOMASSON  
Third District

DR. ETHYL HALL  
Fourth District

MR. WILLIE J. PAUL  
Fifth District

MR. SPENCER BACHUS  
Sixth District

MR. VICTOR POOLE  
Seventh District

DR. EVELYN PRATT  
Eighth District

## NINTH ANNUAL ATEA CONFERENCE

Calhoun State Community College hosted the Ninth Annual Mississippi River and Gulf Region Conference of the American Technical Education Association (ATEA) held recently in Huntsville, Ala. The meeting, which was attended by technical educators from 12 Southeastern states, represented the first time ATEA has met in Alabama.

The opening session featured a welcome address from Dr. Charles L. Payne, chancellor of The Alabama College System; remarks from Dr. James Chasteen, president of Calhoun State Community College, Decatur, Ala.; and a keynote address by Lt. Gov. Bill Baxley, who focused on the economic impact of The Alabama College System's 42 two-year colleges.

Resource development, economic development, upgrade training and program evaluations were among the subjects discussed in 12 concurrent sessions, each of which complemented the conference theme, "Technical Educators and Industry--Partners in Managing Economic Change."

Other conference highlights included a tour of the Marshall Space Flight Center, a special presentation given by NASA astronaut Dr. Robert A. Parker and over a dozen industry and education exhibits.

ATEA officers for 1986-87 are Dr. Robert E. Newton, Morehead State University, Morehead, Ky., president; Arthur Beasley, Jones County Junior College, Ellisville, Miss., president elect; Dr. Thomas A. McLeod, Calhoun State Community College, Decatur, Ala., secretary; and Peggy M. Wilson, State Technical Institute of Knoxville, Knoxville, Tenn., treasurer.

The Professional Development Newsletter is published by the Office of Postsecondary Education, Dr. Charles L. Payne, Chancellor.

### EDITORS

Dr. Larry McCoy/Betty L. Marks

### ARTICLES

The Alabama College System  
Julie DeBardelaben, Public Relations

### DIRECTOR OF PROFESSIONAL DEVELOPMENT TASK FORCE

Dr. John Johnson

### DESIGN

Beth Butler

### PRINTED BY

Troy Quinn and the Calhoun Print Shop - Lana Clinard, Susan Ferguson, Tracy Hicks, and Mary Luna.



## COLLEGE BOWL NEARING STATE

College Bowl League is in its fourth year, and the competitiveness continues to escalate. There is healthy competition among teams as they compete and even among individuals as they compete for a place on the list of top ten individuals for the year.

District 1 competition was held on November 7 at Northwest State; Southern Union State captured first place by defeating Gadsden State in the play-off round that determines the first and second-place positions. District 2 was hosted by Brewer State on December 5; Southern Union again won the first-place spot by defeating Shelton State in the play-off round. District 3 was on the Southern Union campus on January 15; the host team won the first-



### ALEXANDER CITY STATE JUNIOR COLLEGE

Left to right - Ron Prochaska, Alan Phurrough, John Denney, Debra Nelson, Donna Partridge.



### BISHOP STATE JUNIOR COLLEGE

First row, Left to right - Vera McLain, Charvon Mosley, Rosemary King, Carl Andrews. Second row, left to right - Susan Hicks, Perry Wallace, Robin Cancienne, Clifford McDole, Mr. Keflyn Reed.



### BREWER STATE JUNIOR COLLEGE

Seated, left to right - Kim Thompson, Linda Hollis, Craig Cantress, Jim Mance. Standing, left to right - Mark Acker, Mitch Lollar, Don Bell.



### CALHOUN STATE COMMUNITY COLLEGE

Seated, left to right - Jennifer Clayton, Keith Monk, Brett McMahan. Standing, left to right - Richard Graham, Dr. John Beard, Gene Hobson.



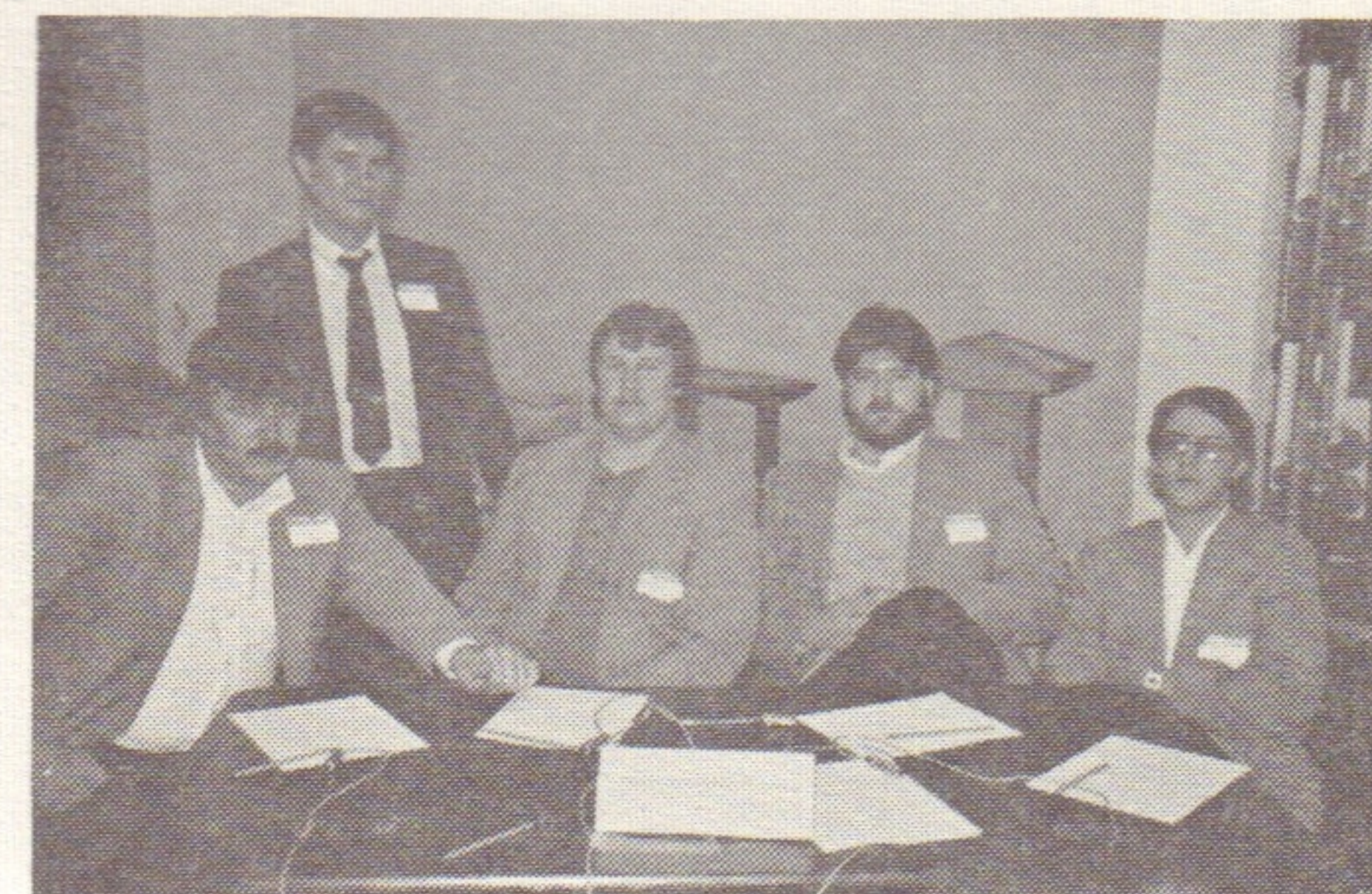
### ENTERPRISE STATE JUNIOR COLLEGE

Left to right - Tim Brown, Chris Colbert, Jeff Moon, Mik Whittle, Ken Lay, Rick Francis.



### FAULKNER STATE JUNIOR COLLEGE

Front row, left to right - Dotty Stallworth, Brian Bowden, Dave Zellner, and Bev Brown. Back row, left to right - Dr. Jim Coats, Duane McLeod, Tracy Driskoll, Kevin Pierce, Johnny Major and Mr. Douglas Tanner.



### GADSDEN STATE COMMUNITY COLLEGE

Left to Right - Paul Garrabrant, Charles Hill, Scott Holdbrooks, David Murdock, Chuck Hale.



### NORTHWEST STATE JUNIOR COLLEGE

Seated, left to right - Tidwell, Terry Dem... Standing, left to right - William Lydic, "Bubba" Hill, Tracy Williams.



# BOWL LEAGUE CHAMPIONSHIP

place trophy by defeating Gadsden State in the play-off round.

Dist. 4 competition was held at Enterprise State on February 20. Fifteen junior and community colleges participated in the four competitions this year.

Athens State faculty and staff members who have served as moderators this year are Robert Burkhardt, Dr. Brian Armitage, Larry Keenum, Dr. David Tucker, Melba Chasteen, Teresa Hamilton, and Betty Marks. They have assisted Dr. Larry McCoy and Barbara Searcy who coordinate College Bowl League. The Dean of Students Association sponsors the League in a most cooperative and supportive manner.



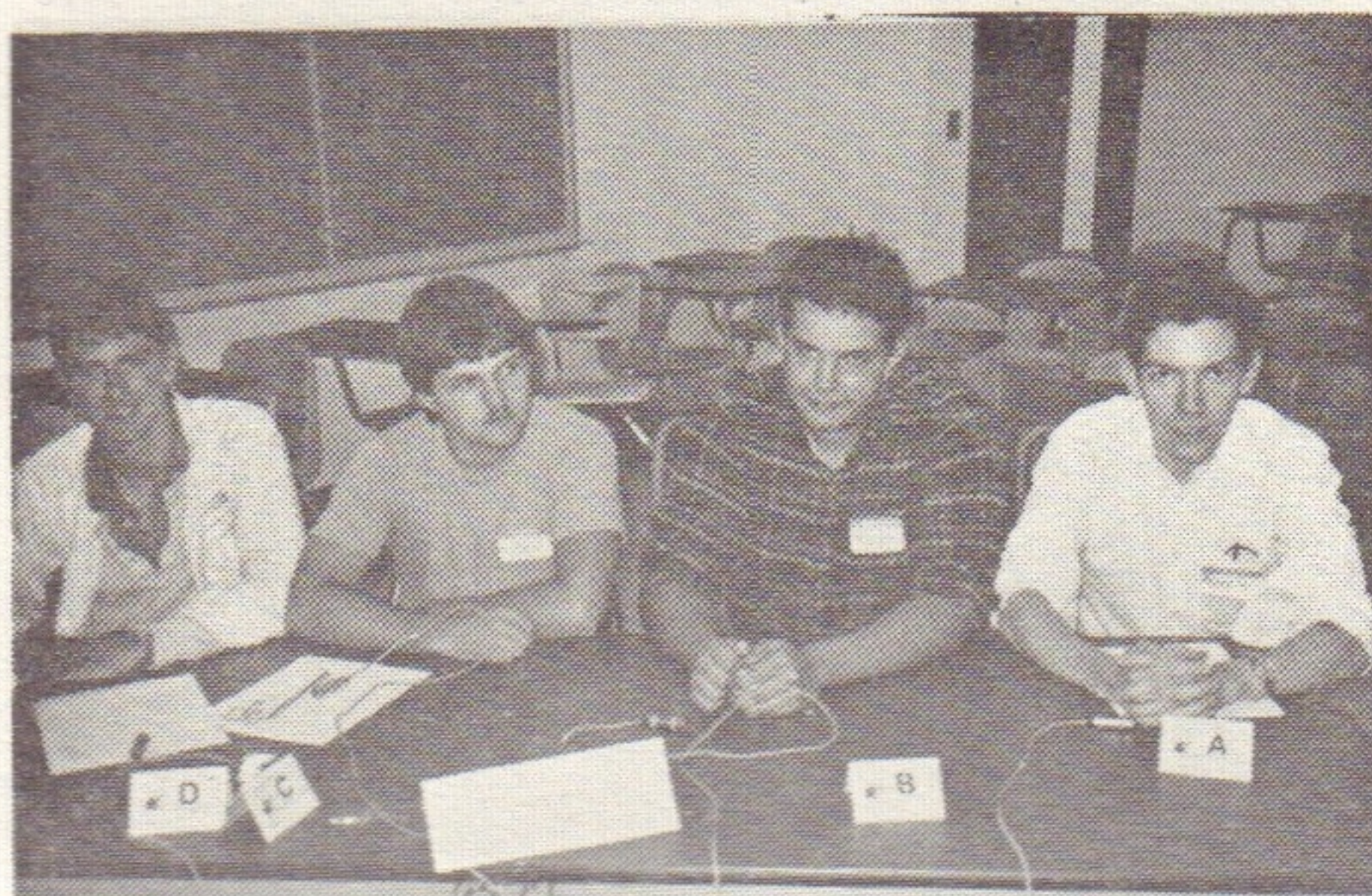
## JEFFERSON STATE

Left to right - Darrel Wall, Wayne Vickers, Dee Lantrip, Scott Fort, and Tim Crutchfield.



## ALABAMA STATE COLLEGE

- Rodney Isom, Donald  
mpse, Dennis Jezek.  
t - W. G. Wolfskill,  
a" Brent Davis, Johnny



## PATRICK HENRY STATE JUNIOR COLLEGE

Left to right - Tommy Thomlinson, Chad Chandler, Rodney Sellers, Ronnie Smith



## SNEAD STATE JUNIOR COLLEGE

Seated, left to right - Jason Roe, Jay Nabors, Kelly Chappell, Kim Sharpton. Standing, left to right - Joline Smith, Mark Freshwater, Leslie Smith.



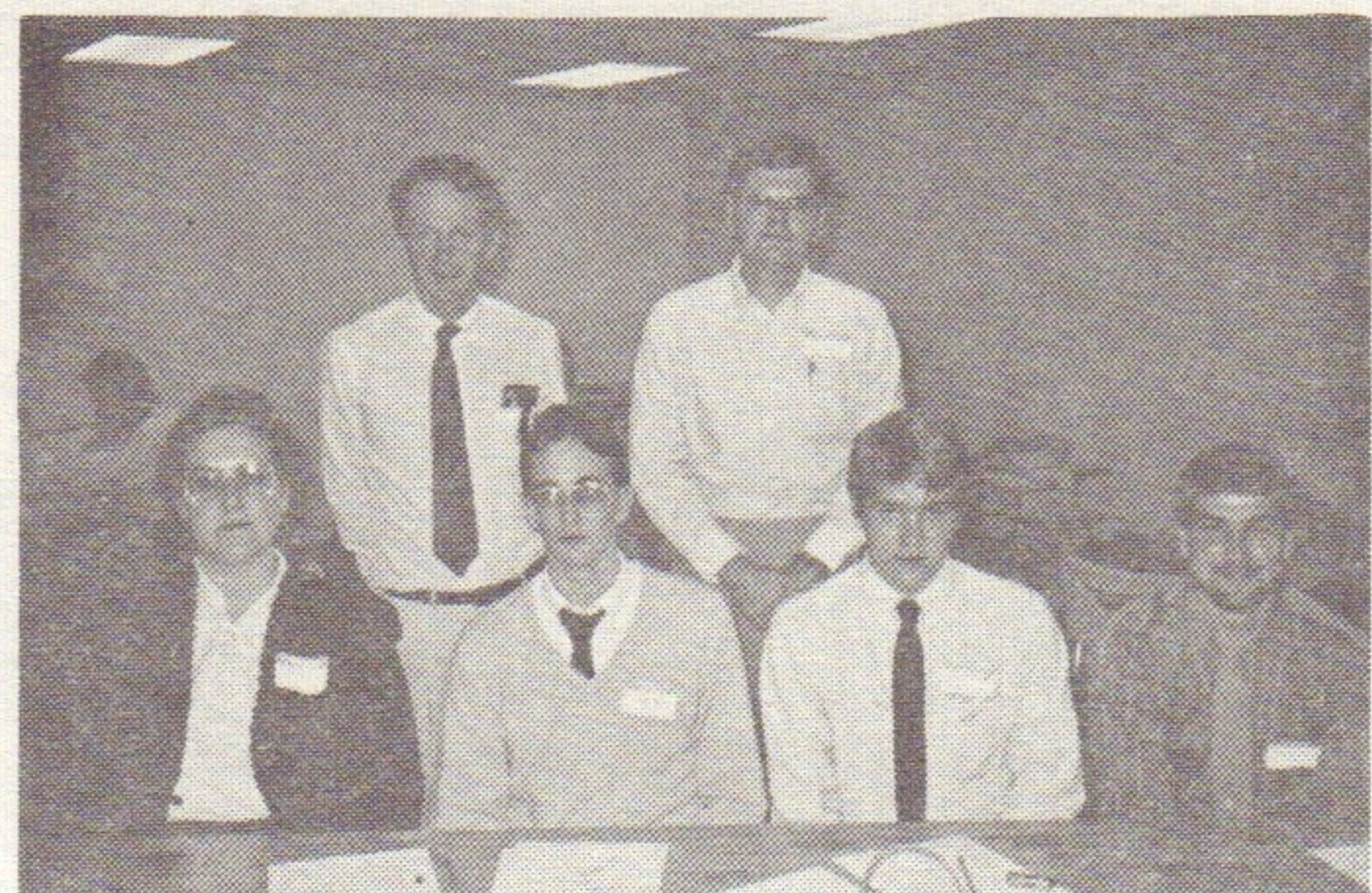
## WALKER COLLEGE

Front Row, left to right - Terry Victory, A. J. McCain, Joy Butler, Tabby Johnsey. Second Row, left to right - Philip Jean, Mike Appling, Jeff Clouse, Vicki Odom.



## SHELTON STATE COMMUNITY COLLEGE

Seated, left to right - Andy Rucker, Robert Lake, Jeffrey Edwards, Calvin Elliot. Standing, left to right - Diane Layton, Kristy Blackmon, Butch Channell.



## SOUTHERN UNION STATE JUNIOR COLLEGE

Sitting, left to right - Vivi Reaves, Jim Hattaway, Bryan Fetner, Mark Knight. Standing, left to right - Dr. Bennett Jordan, Dr. Rod Britt.



## WALLACE STATE COMMUNITY COLLEGE HANCEVILLE

Seated, left to right - Stacy Lochamy, Amy Johnson, Michelle Gunter. Back row, left to right - David Heatherly, John Myrick, Phillip Cobbs.



## BOARD MEMBERS HONORED



Dr. James B. Allen Jr. (second from right) was honored at a recent meeting of the State Board of Education for his outstanding contributions to public education as District VII's Board member. Allen was presented a plaque and a State Board of Education Resolution commending him for his six years of service by (left-right) John M. Tyson Jr., board vice president; Dr. Wayne Teague, state superintendent, Alabama State Department of Education; and Dr. Charles L. Payne, chancellor of The Alabama College System.



Dr. John L. Fulmer (second from right) was honored at a recent meeting of the State Board of Education for his outstanding contributions to public education as District IV's Board member. Fulmer was presented a plaque and a State Board of Education Resolution commending him for his four years of service by (left-right) John M. Tyson Jr., board vice president; Dr. Wayne Teague, state superintendent, Alabama State Department of Education; and Dr. Charles L. Payne, chancellor of The Alabama College System.



Nolan Williams (second from right) was honored at a recent meeting of the State Board of Education for his outstanding contributions to public education as District III's Board member. Williams was presented a plaque and a State Board of Education Resolution commending him for his one year of service by (left-right) John M. Tyson Jr., board vice president; Dr. Wayne Teague, state superintendent, Alabama State Department of Education; and Dr. Charles L. Payne, chancellor of The Alabama College System.



Dr. Charles L. Payne, chancellor of The Alabama College System, recently presented members of the Postsecondary Advisory Committee on Policy Matters with Certificates of Appreciation in recognition of their dedication and service. Members of the Committee shown posing with Dr. Payne (front row, right) are Bob Taunton, Alexander City State Junior College (front row, L-R); Judy Holland, Shelton State Community College; Larry Taunton, Patterson State Technical College; Judy Dawson, Jefferson

State Junior College; Judy Dawson, Jefferson State Technical College; Nelle Johnston, Department of Postsecondary Education, committee secretary; Chancellor Payne; Earl Roberson, Carver State Technical College (back row); Dr. Gary Branch, Faulkner State Junior College; Dr. James Bailey, Wallace State Community College/Hanceville; John Marcinowski, Opelika State Technical College; Dr. Murray Gregg, Ingram State Technical College; and Rick Burroughs, Patterson State Technical College.



A proclamation designating the week February 8-14 as Vocational Education Week in Alabama was the first proclamation signed by Gov. Guy Hunt. The week, which coincides with National Vocational Education Week, focused on the theme "Vocational Education: Building America's Future." On hand for the signing were (L-R) Tish Fuller, executive director, Alabama Vocational Association (AVA); Dr. Robert Carter, vocational director, Department of Education; Dr. Wayne Teague, State Superintendent; Dr. Charles L. Payne, chancellor, The Alabama College System; Dr. Tom Terry, associate director for technical education; and Westley Hardman, president, AVA.



## ALABAMA COLLEGE SYSTEMS ASSOCIATIONS

Professionalism has always been foremost with librarians in The Alabama College System. The Alabama Junior and Community College Library Association (AJCLA) traces its history of professional development back to 1965. Librarians from nineteen junior colleges in Alabama met for a conference at the University of Alabama and organized the Association. Dr. Louis Shores, Dean of the Library School at Florida State University served as conference consultant. A constitution was written and meetings have been held annually.

The librarians at this initial meeting believed strongly in the importance of staying in touch throughout the year. With this goal in mind, several other means of professional help and exchanges of ideas were planned and implemented. One means was the development of a newsletter, THE ALABAMA JUNIOR COLLEGE LIBRARY ASSOCIATION NEWSLETTER (Formerly THE ALABAMA JUNIOR COLLEGE LIBRARIAN). The first issue was published November 1965. It was to be published three times a year. Members pay dues to support this newsletter. Ms.

Ann Mobbs of Selma is the current editor.

Librarians have often paid their own way to attend their annual meeting. An outgrowth of their professional commitment was a meeting attended by librarians and administrators from all Alabama junior colleges. In the fall of 1973, a joint meeting of librarians and academic deans concentrated on the new **Guidelines for Two-Year College Learning Resources Programs**. This conference attracted several nationally known leaders. In attendance were 110 people from ten southeastern states.

In 1980, the Alabama Junior College Library Association sponsored a preconference "The Junior/Community College Library Resource Center: Planning for the 80's" as a preconference to the Southeastern Library Association's biennial meeting.

The directors and staff of System learning resource centers have set an outstanding example of commitment to continuous professional growth. Professional excellence has been their constant standard since the inception of The Alabama College System.



Dr. Joab Thomas, president of the University of Alabama, presented information on industrial development in Alabama during a meeting of Alabama College System presidents held recently in Montgomery. The meeting also included a review of the status and progress of systemwide initiatives.



Montgomery Mayor Emory Folmar helped Patterson and Trenholm State Technical College increase public awareness of the benefits of adult education by proclaiming the week of November 9 as Adult and Continuing Education Week in Montgomery. Posing with

Mayor Folmar are Dr. Thad McClammy (L-R), president of Trenholm; Dr. John Johnson, associate director of academic affairs, Department of Postsecondary Education; and Larry Taunton, president of Patterson.



Debbie Dahl, director of fiscal services, Department of Postsecondary Education, presented an overview of The Alabama College System's 1987-88 budget request package during a meeting of System presidents held recently in Montgomery. Other topics discussed during the meeting included articulation, the System's newly-established Professional Development Resource Center and *Dimensions 2000*, The Alabama College System's strategic plan for building Alabama's future.



# ALABAMA COLLEGE SYSTEM PERSONNEL ADVANCING . . .

## OUTSTANDING VOCATIONAL TEACHER

Dr. Gladys Harvell of Bessemer State Technical College was recently named Region II's Outstanding Vocational Education Teacher by the American Vocational Association (AVA). Dr. Harvell, who competed against finalists from nine Southeastern states, will represent Region II at the national AVA convention to be held December 5-9 in Dallas, Texas. Dr. Harvell is the first vocational educator from Alabama to win the award.

## CONRAD RECEIVES SPECIAL RECOGNITION AWARD

Dr. Lora P. Conrad, Dean of Administration at Northwest Alabama Junior College, was the 1986 recipient of the National Council for Resource Development's Special Recognition Award. The award was presented at the NCRD Annual Conference held recently in Washington, D. C.

The Special Recognition Award is given to an individual who has made an outstanding contribution to the resource development profession and to the advancement of the council. The recipient was made a lifetime member of the NCRD and receives a plaque memorializing his or her achievement.

Dr. Conrad has been with Northwest Alabama Junior College since 1976. Since that time, she has been involved with many aspects of the college. She has held her present position - Dean of Administration - since 1982. Some of her accomplishments include: 1985 President, NCRD; 1984 Vice-president, NCRD; 1983-86 Board Member, NCRD; 1985-86 Founding President, Council for Alabama Postsecondary Computer Services; Founding President, Council for Alabama Resource Development; Member, Association for Educational Data Systems; Member, Society for Information Management; Member, Association for Development of Computer-Based Instruction; and Member, Data Processing Management Association.

Dr. Conrad is also very active in the growth and development of the Alabama College System. These activities include: 1985-86 Chair of the Futures Task Force; 1985-87, Management Information

Coordinating Committee; 1985-86, Computer Services Management/Staff Professional Development Committee; and 1982-83, Management Information Systems Planning Committee.

## DR. RUTH STONE RECEIVES NATIONAL READING CONFERENCE APPOINTMENT

Dr. Ruth Jones Stone, North West Junior College, was recently appointed by the National Reading Conference as Field Representative for the state of Alabama. Dr. Stone received her doctorate degree from Vanderbilt University and is presently a part-time faculty member at Northwest Alabama



Junior College and the University of North Alabama.

The National Reading Conference has appointed one Field Representative for each state. The Field Representatives will collect and report data concerning reading programs and requirements for all universities and colleges in each state. The data will then be analyzed, summarized and reported nationally to serve as a nation-wide Reading Clearinghouse. Thus, each state may be aware of and learn from effective programs and requirements in all fifty states. This endeavor is a nation-wide attempt, by the National Reading Conference, to improve the illiteracy problem in America.

Dr. Stone's responsibilities will include contacting key persons in the State Department of Education and key persons in each college and university in the state of Alabama. Dr. Stone will compile and report to the National Reading Conference the various data that she collects regarding: (1) Reading Teacher Training; (2) School District Needs; (3) State-Wide Committees; (4) State-Wide Evaluation Procedures; (5) Standardized Test Results; (6) Reading Instructional Practices; (7) Provision of Remedial Reading Instruction; (8) State, District, and Local Funding for Reading Instruction; (9) State Standards and Certification Requirements for Reading Teachers and Specialists; and (10) Programs or Policies Unique to the State of Alabama Regarding Reading Instructional Services.

## NEWTON CHOSEN TO PARTICIPATE IN LEADERS PROGRAM

Karen Newton, Northwest Junior College, is one of a select group of women in management chosen to participate in the "Leaders" program, an international leadership training program for two-year college women administrators.

Designed to help women improve the skills they will need to assume major decision-making roles in two-year institutions, the program will include





instruction and practice in supervisory and human relations skills, planning and budgeting, organizational transformation and discussions with national experts on the issues confronting two-year colleges during the next fifteen years.

During the six month project, participants will be paired with mentors at their colleges to work on a research project that will aid their institutions, participate in special regional workshops and national conferences, and become involved with other women in top-ranked administrative positions.

Participants were chosen for their potential for advancement in two-year college administration and the quality of their proposed project to develop new skills as well as benefit their home institutions. Dean of Administration, Dr. Lora Conrad, commented, "Karen is the only woman from Alabama who will be in the program in 1987. The 'Leaders' Project has just discovered what we at Northwest already know -- Karen is an outstanding young administrator who is already a major contributor at Northwest."

The project is sponsored by the League for Innovation in Community Colleges, a consortium of community college districts in the United States and Canada, and by the American Association of Women in Community and Junior Colleges. The program is being conducted by the National Institute for Leadership Development at Rio Salado Community College of the Maricopa Colleges in Phoenix, Arizona.

Ms. Newton is married to Robert Newton of Hamilton. She is the daughter of Frank and Betty Aston, also of Hamilton. She began her work at Northwest Alabama Junior College as Title III Coordinator in January, 1986. She now serves as Title III Coordinator and Development Officer. Newton will attend the "Leaders" program in Baltimore, Maryland, February 28 - March 6, 1987. She was recently accepted into the Educational Administration in Higher Education Doctoral program at the University of Alabama in Tuscaloosa.

## LINDA PARRISH NAMED TO STATE BOARD OF NURSING BY GOVERNOR

Mrs. Linda Parrish of Dothan has been appointed to a four-year term on the Alabama State Board of Nursing by Gov. George C. Wallace. Mrs. Parrish is director of the Practical Nursing program at Wallace College.

The Alabama State Board of Nursing makes and enforces the rules and regulations which govern the entire nursing profession in the State of Alabama. It covers staff nurses, administrators and educators. The 10-member board meets for two days every other month and holds called meetings as necessary to administer the needs of the nursing profession. Its goal, Mrs. Parrish said, is to protect the safety and welfare of the patient.

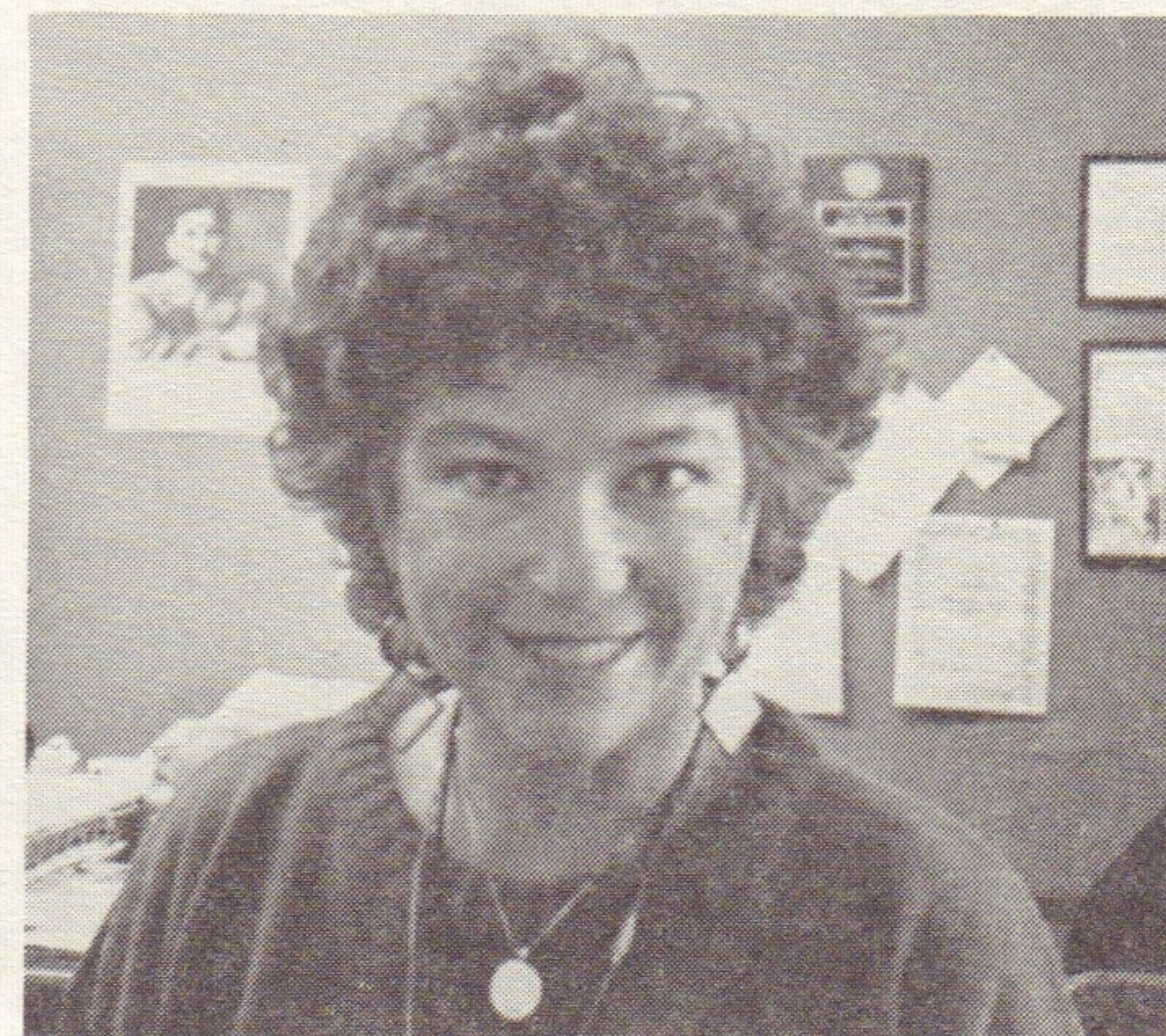
A native of Dothan, Mrs. Parrish joined the Wallace College faculty in 1975. She has been chairman of the LPN department since 1981. Under her leadership, the passing rate and average scores of Wallace College graduates on state board examinations have increased substantially. Two graduates made the highest possible score on the state exam and two other students were honored as Student Nurse of the Year by the state association.

Mrs. Parrish was selected the Outstanding Health Educator in Alabama Technical Colleges for 1984-85. She was recognized for this outstanding accomplishment by Dr. Charles Payne, Chancellor of the Alabama College System, at the general session of the summer conference for technical college instructors and administrators.

A graduate of Dothan High School and the Medical Center School of Nursing in Columbus, Ga., Mrs. Parrish earned her bachelor's and master's degrees in nursing from Troy State University. She belongs to numerous professional and civic organizations and has served as consultant on Practical Nurse education to Sparks Technical College in Eufaula and to Trenholm State Technical College in Montgomery.

Her husband, Ronnie Parrish, is a training technician employed with the Air National Guard. Their sons, Brad, 17, and Brent, 15, participated in the world finals of the Olympics of the Mind in Akron, Ohio, after winning the competition in Alabama. Mrs. Parrish is the daughter of Mrs. J.W. Kirkland and the late Mr. Kirkland of Dothan.

## ATHENS TEACHER TAPS POTENTIAL OF LITERATURE IN MENTAL HEALTH FIELD



The power of the printed word is beginning to be tapped by those in the mental health field.

Self-help books have been used to supplement professional counseling sessions for years, but the therapeutic value of literature has largely been undeveloped.

Dr. Penne Laubenthal, a professor of English at Athens State College, is at work developing a handbook to illustrate the power in literature as a tool in psychotherapy.

After a three-week trip to New York City gathering material for the book and a three-month sabbatical, she returned to the classroom for the winter quarter.

According to Ms. Laubenthal, bibliotherapy has two main applications in the mental health field.

"The therapist may use the poem, short story, novel, parable or play as a means of getting in touch with his or her own feelings, or as a means of having the patient recognize and identify his or her own conflict as expressed in the literature," she said.

"A further application of bibliotherapy has the patient create his or her own stories or poems to aid the therapist in identification and diagnosis," she said.

While in New York City, Ms. Laubenthal met with Dr. Albert Ellis, considered to be at the forefront of rational-emotive therapy.

"He was quite enthusiastic over the use of fiction or poetry in therapy. They use primarily non-fiction, how-to books and true-to-life stories in therapy," she said.

Ms. Laubenthal also sat in on therapy sessions conducted by Dr. Jack Leedy, psychiatrist and author of "Poetry as



*Healer: Mending the Troubled Mind.*" Leedy is also the founder of the National Association for Poetry Therapy.

Ms. Laubenthal said she plans to include selections of poems and short stories in her book and to list others according to such themes as 'Living in Illusions.'

She also plans to develop, for the 1987-88 school year, a course in the psychology of literature specifically designed for behavioral science majors and educators.

According to Dr. Laubenthal, similar courses are being offered at California State University, the University of California at Los Angeles, Catholic University, the University of South Florida and Northwestern University.

"The use of metaphor to communicate with the unconscious is as ancient as the history of man. Sacred literature traditionally has been associated with both physical and psychological healing in all cultures...the current movement in theology to revitalize the word emphasizes the message in the metaphor rather than the literal interpretation. As Samuel Taylor Coleridge observed, 'Truth cannot be conveyed except through a symbol'," she said.

Ms. Laubenthal said she plans to include in her book an annotated bibliography of useful poems, parables, novels, plays, and short stories.

## CPS DESIGNATION

Letha E. St. John, secretary to the head librarian, John C. Calhoun State Community College, is among 1096 secretaries in the United States, Canada, Puerto Rico, Virgin Islands, Jamaica, and Malaysia who earned the Certified Professional Secretary (CPS) designation in November 1986, according to the Institute for Certifying Secretaries, a department of the highest number of candidates certified in any year since the exam was first given in 1951.

The recognized standard of measurement of secretarial proficiency, the CPS examination is given twice annually in May and November in over 250 examination centers. It includes six parts: behavioral science in business, business law, economics and management, accounting, office administration and communication, and office technology.

Mrs. St. John has been employed at Calhoun Community College 19 years.

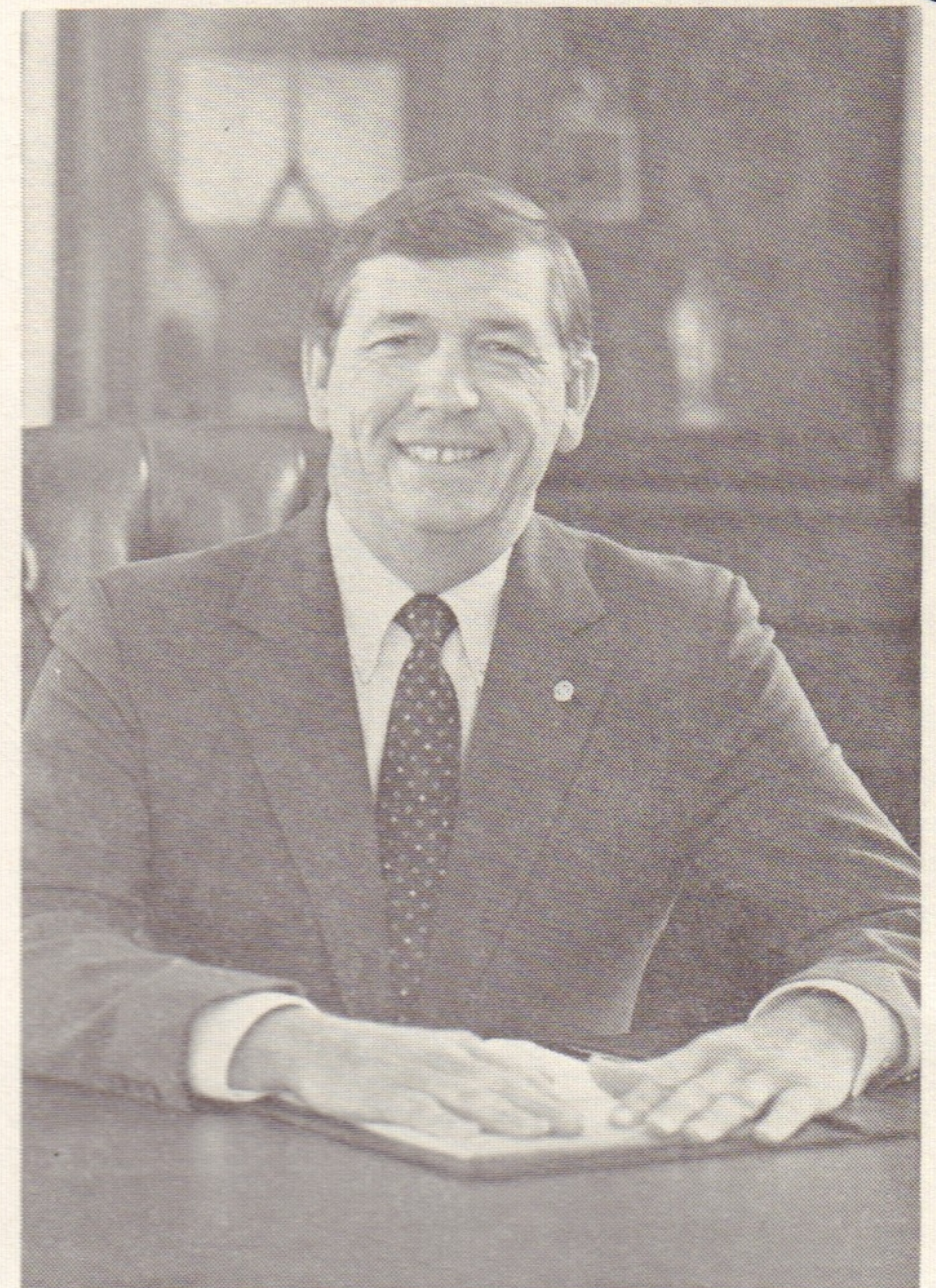
## CHANCELLOR'S PERSPECTIVE

With the publication of The Alabama College System's first strategic plan, **Dimensions 2000**, we gain a bold, new comprehensive vision of the System and its role in building Alabama's future. **Dimensions 2000** specifies the problems and trends that constrict statewide progress, but more importantly, it clarifies that the System must be a key element in economic and social revitalization and the things the System must do in its leadership role.

One of our major goals through the year 2000 is to employ, retain, and develop competent and caring personnel. We all know that the key to excellence is the quality and productivity of the faculty and staff. The work of the Professional Development Task Force during the last two years and its excellent report clearly and forcefully demonstrate our commitment, but we still have done too little.

Despite no line-item funds this year, we have maintained a small but significant commitment to professional development statewide through each college. Reports of success through November services were excellent, and we look forward to reviewing plans of even higher quality for April. We view these services as a commitment to quality as well as a commitment to a celebration of System faculty and staff.

To celebrate further your important contributions, we have combined the "Chancellor's Awards" and "The Most Outstanding Student" competition into the second annual "Celebration of Student Success and Professional Excellence." These opportunities to



recognize the best among us and the best among our students are among my most enjoyable duties as Chancellor.

I respect your commitment to the high professional standards and to the service of students. Together we will make a significant, lasting difference in the lives of Alabama citizens.

Sincerely,

Charles L. Payne, Chancellor

Postsecondary Education  
Knox Hall  
419 South Perry Street  
Montgomery, AL 36104

BULK RATE  
POSTAGE PAID  
PERMIT 122  
Athens, AL 35611  
Non Profit Org.